

April 1, 2014

Montana State University
STRAND UNION BUILDING

#mtequalpay

Equal Pay Day is Tuesday, April 8, 2014. This date marks how far into this year women must work to earn what men earned last year, based on the average national wage gap. At 40th place for pay equity, Montana women must work until May to catch up with their male counterparts.

Equal pay for equal work. IT'S TIME.



Welcome to the Montana Equal Pay Summit

Here in Montana, we believe that everyone should get a fair day's pay for a fair day's work, regardless of their gender. Unfortunately, this isn't always the case. On average in Montana, women early only 67 percent



of what men do for the same job. This puts us at 40th in the nation for pay equity. It's a moral failing of our society and one that must be addressed.

As Governor, and more importantly as a father of two daughters, I know that we'll never be ahead if we are leaving almost half of our workforce behind. This is why, last year, I launched to Equal Pay for Equal Work Task Force. Through this effort, we brought together members of our business community, labor movement, universities and tribes—women and men—to tear down the institutional and cultural barriers that lead to gender inequities in pay, at the workplace, in our boardrooms and on our ballots, and set the next generation of Montanans on a better path. Today's summit is an important part of achieving this goal.

I want to thank you for being here today as we work to address this important issue.

Governor Steve Bullock

AGENDA

8:45 – 9:15	Opening Remarks	Lindsay Murdock, ASMSU President Equal Pay Task Force Co-Chair Pam Bucy, Commissioner of Labor and Industry Equal Pay Task Force Co-Chair Sheila Hogan, Director of Department of Administration SUB Ballroom A		
		TRACKS		
		Shattering the Glass Ceiling: A Woman's Place is in Leadership Procrastinator Theater	Closing the Wage Gap: From Parity to Prosperity SUB 233-235	Beyond the "Pink Collar": Expanding Career Opportunities for Women SUB Ballroom C
9:30 – 11:00	TRACK Session 1	A Woman's Place is In the Boardroom	It Doesn't Make Cents: The Social Psychology of Women's Pay Inequity	Applying Expertise: Women in Technical Careers
11:15 – 11:45	The Economic Impacts of the Wage Gap	Barbara Wagner, Chief Economist, Department of Labor and Industry SUB Ballroom A		
Noon - 1:00	Lunch and Keynote Speakers	President Waded Cruzado Governor Steve Bullock First Lady Lisa Bullock SUB Ballroom A		
1:15 - 2:45	TRACK Session 2	A Woman's Place is On the Ballot	Profit through Diversity: How Women Boost the Bottom Line	Building Skills: STEM Education for Girls
3:00 - 4:30	TRACK Session 3	A Woman's Place is Where She Makes It	Work-Life Integration: Increasing Women's Earning Potential	Modelling Success: Women Mentors in STEM Careers

KEY NOTE SPEAKERS

Governor Steve Bullock

Steve Bullock, Montana's former Attorney General, was elected as Montana's 24th governor in November 2012. As Governor, Steve made historic investments in Montana schools, fought to preserve access to public lands and waterways, and supported Main Street Montana businesses. In June of 2013, he issued an executive order creating the Equal Pay for Equal Work Task Force to ensure that every Montanan receives a fair day's wage for a fair day's work.

Steve was born in Missoula and raised in Helena. He received his undergraduate degree from Claremont McKenna College and his law degree with honors from Columbia University Law School in New York. Steve's legal career has been split between the private and public sectors.



After few years at a Washington, D.C., law firm, Steve and his family returned to Montana and he opened a private law office. Steve served as Montana Attorney General from 2009 to 2012. During this time, he fought to combat DUI's in the state and lead the charge against "dark money" in politics. He and his wife Lisa have three children: Caroline, Alexandria and Cameron.

First Lady Lisa Bullock

Lisa Downs Bullock was born in Helena, Montana, and is the oldest of six children. She attended Helena public schools and earned a bachelor's degree in mathematics and computer science from Carroll College in Helena and began working on her master's degree in applied mathematics at the University of Southern California in Los Angeles.

She has worked for IBM, Northrop Grumman, MAXIMUS, Public Knowledge, and has taught high school mathematics and computer science. Currently she is an IT project manager for CourtViewJustice Solutions, a company that engineers, installs and supports justice information and process management systems.

Mrs. Bullock serves on the Board of the Lewis & Clark County Community Foundation, an organization that provides financial support to charitable projects in the greater Helena area. She also serves on the Board of the Montana Meth Project Board, which is a program of the national nonprofit organization The Partnership at Drugfree.org and a large-scale prevention program aimed at reducing drug use through public service messaging, public policy, and community outreach.

The Bullocks have three children: Caroline, 11; Alexandria, 9; and Cameron, 7. In her free time, Mrs. Bullock enjoys volunteering at her children's elementary school and coaching her son's basketball team, as well as skiing, hiking and playing basketball.

GENERAL SESSION SPEAKERS

Lindsay Murdock

Student Body President, Montana State University

Lindsay Murdock is a senior in the Sociology department at Montana State University. Passionate about being involved in her community Lindsay has worked as a Resident Advisor and an Orientation Leader at MSU. Furthermore, Lindsay has been active in the student government as a Senator, the Vice President and now the President. In addition to her commitment to the students on the Bozeman campus Lindsay serves as the Montana Associated Students Vice President of



Internal Affairs. Understanding the importance of creating meaningful statewide change Lindsay serves on the Not In Our State task force and is also working with a group of students, faculty, and staff to bring \$tart\$mart Salary Negotiation Trainings to all 8 campuses of the Montana University System. These changes will help the future of our state to be educated about the wage gap and also will provide all of our students with the tools to negotiate equal salaries after receiving the same degrees from our MUS schools.



Pam Bucy Equal Pay for Equal Work Task Force Co-Chair



Sheila Hogan
Equal Pay for
Equal Work
Task Force Co-Chair
(Full Bio on page 10)



President Waded Cruzado Equal Pay for Equal Work Task Force Member (Full Bio on page 23)

Barbara Wagner

(Full Bio on page 20)

Chief Economist, Montana Department of Labor and Industry

Barbara Wagner is the Chief Economist with the Montana Department of Labor and Industry, providing research and information on Montana's labor market to policy makers, media, and the public. Her research includes diverse topics such as green jobs, the job retention of newly hired workers, business survival rates, the aging workforce, and the economic impact of restoration. Her previous work experience



includes research positions with the U.S. Senate, the Montana Department of Revenue, and the University of Minnesota. Barbara's published research on the healthiness of school meals won the Outstanding RAE Article award from the Agricultural and Applied Economics Association, and she has also won regional awards for her labor market publications. She holds a BA with honors in economics and political science from the College of Saint Benedict/ St. John's University in Minnesota, and an MS in Applied Economics from the University of Minnesota. A Montana native, Barbara also is a founder of the Helena Young Professionals, serves as a board member on the Employee Investment Advisory Board for the state retirement systems, and has previously served as Race Chair for the Montana Race for the Cure.

SHATTERING THE GLASS CEILING:

A Woman's Place is in Leadership

A Woman's Place is... In the Boardroom

9:30 - 11:00 AM | PROCRASTINATOR THEATER

MODERATOR

Jacquie Helt,

Equal Pay for Equal Work Task Force Member

Jacquie Helt was born in Liverpool, England and raised in Montana. She is the State Director for SEIU Healthcare 775NW, a union comprised of long term healthcare workers who are primarily low to moderate income women. Jacquie has served on the Montana AFL-CIO Executive Board since 1998 and in 2005 was elected the first woman President for eight years; Jacquie continues to serve as a District Board Member. In 2004 Governor Schweitzer appointed Jacquie to the State Workforce



Investment Board (SWIB), and Governor Bullock reappointed her to this position in 2014. She also served on the Workers Compensation Labor – Management Advisory Committee (LMAC). Jacquie is currently a board member for the Montana Organizing Project, the Montana Health Co-Op, and the Equal Pay for Equal Work Task Force and was elected Secretary of the Montana Democratic Party Executive Board in 2013. The YWCA recognized Jacquie as a 'Woman who Moves the Stars." In 2009, Arlene Holt Baker, Executive VP of the National AFL-CIO presented Jacquie with an award honoring her work encouraging diversity within the ranks of the labor movement. Jacquie resides in Helena; she has one child, Holly who lives in Missoula with Jacquie's grandchildren Mckenzie 14 and Camren 6.

PANELISTS

Lt. Governor Angela McLean

Angela McLean, a native of Twin Bridges and an Anaconda resident, became Montana's 31st Lieutenant Governor in February, 2014 when she was appointed by Governor Steve Bullock. McLean, an educator and classroom teacher, taught American History and Government at Anaconda High School prior to being tapped Lieutenant Governor. In 2003, McLean was named "Best High School Teacher" by the Montana Standard. She also served as the Chair of the Montana Board of Regents prior to being appointed and had previously served on the Montana



Board of Public Education. Angela worked through high school as a waitress at the Blue Anchor Café and is a 1989 graduate of Twin Bridges High School. She earned a bachelor's degree in 1994 from Western Montana College in Dillon, now the University of Montana Western – becoming the first member of her family to graduate from college. She went on to earn her Master of Arts in Curriculum and Instruction from the University of Montana in 2000 and in 2005 she became Nationally Board Certified in Social Studies-History/Adolescence and Young Adulthood. Angela and her husband Mike, an attorney, returned to his hometown of Anaconda where they raise their family. They are the parents of Colin, an eighth grader, and Ellen, who's in fourth grade. She enjoys spending time with her family, as well as skiing, bicycling, hiking and camping.

Sally Leep, CEO, Girl Scouts of Montana and Wyoming

During the past 23 years Sally Leep has led numerous youth serving nonprofit agencies through tenuous times of transition to strong financial and organizational security. Her experience ranges from early childhood education to runaway youth support programs. As a lifetime member of Girl Scouts and Chief Executive Officer of Girl Scouts of Montana and Wyoming, Sally led the merge of three independent Girl Scout councils across Montana and Wyoming into the largest geographic council in continental United States. Under her leadership, GSMW



was celebrated nationally as one of the top five councils to show membership growth. Sally is well-known and frequently sought as an advisor throughout the nonprofit community. She has served on various boards including the MSU Health Advisory Board and Associated Employers Board. Sally earned her BS in Business Administration from West Chester University, Pennsylvania, and her MA in Health Administration from MSU Billings. She is a federally trained peer reviewer for the Administration of Children and Families Runaway Homeless Youth Programs, and a trained practitioner of Results Based Leadership.

Barbara Stiffarm, Executive Director, Opportunity Link

Barbara Stiffarm joined Opportunity Link as Development Director in August 2006 and became Executive Director in 2009. Barb is also the Program Director for Vibrant Futures. Barb has an extensive background in community advocacy and economic development services to native and non-native communities. She is currently a member of the Community Advisory Committee for Policy Link's Program for Environmental and Regional Equity. She is also the Chairman of the Montana Community Finance Corporation Board and the Montana Indian



Business Alliance. Barb served as a member of the Governor's Council on Economic Security for Montana Families until 2009, and currently serves on the Fort Belknap Investment Board, and the University of Montana's Bureau of Business and Economic Research Board. She is an experienced advocate for improved rural health care and public transportation, Native American education and entrepreneurship, and innovative agricultural policies for energy development. Barb is an enrolled member of the Blackfeet Tribe and has resided in Harlem, Montana since 1982. She and her husband have three children.

Liz Marchi, Frontier Angel Fund

Liz Marchi is the founder of Frontier Angel Fund 2 and is the Fund Coordinator for the Frontier Angel Fund, LLC, www.frontierangels.com. She serves as the Advisory Board Chair of the Flathead Beacon, www.flatheadbeacon.com. She is a co-founder of Northfork Strategies, www.northforkstrategies.com. Ms. Marchi has served as President of the Montana Ambassadors, President of the Hollins University Alumnae Association and as a Trustee of Hollins University. She served as President and CEO for 7 years of Montana West Economic Development and



the Flathead County Port Authority focusing on marketing, communications and access to capital for economic and entrepreneurial development. She serves on the Board of North Valley Hospital, Advisory Board for the Montana Meth Project, the Governor's Economic Advisory Council, the ACE Scholarship Advisory Board, the Board of Code Montana and serves as Vice Chairman of the Greater Polson Community Foundation. She currently resides with her husband Jon on a ranch outside of Polson, Montana where she sells natural, Montana raised, Wagyu (Kobe) beef and registered Angus. She has three children, two step children, two grandchildren and two Corgis.

Jani McCall, Councilmember, Billings City Council

Jani McCall is currently a Councilmember on the Billings City Council. She was the VP of Government Relations for Yellowstone Boys and Girls Ranch, and owns her own business, Consulting With Communities, Inc. Services include lobbying, association management, organizational design and structuring, governmental affairs, strategic planning, and program development. She has 30 years of experience comprised of human services, business administration and management, health care, state and local government expertise, private /



public partnerships and networking that includes many volunteer posts to boards and commissions and community services. She was honored as a "Distinguished Alumni" at MSU-Billings in 2006, received the Billings YWCA Salute to Women Award in 2004, and was a participant in Leadership Montana for the class of 2007-2008. Jani McCall has a MS in Rehabilitation Counseling from MSU-Billings and a BA in Social Work from the University of Montana.

Robyn Erlenbush, Broker Owner, ERA Landmark Real Estate

Robyn joined the sales staff of ERA Landmark Real Estate in 1982, working in sales and management positions until purchasing the company in October 1990. Erlenbush actively manages the business and brokerage concerns of her company. ERA Landmark Real Estate, with offices in Bozeman, Big Sky, Livingston and Clyde Park has 48 full-time real estate professionals who specialize in all aspects of real estate. The company has maintained a premiere status in the marketplace for over a quarter of a century. In February 2002, the company established a commercial



division. Erlenbush acquired Intermountain Property Management and MontanaVacation.com in October of 2003. In March 2004, ERA Landmark acquired Western Land Office in Livingston and Clyde Park.

155600 OF CORPORATE DIRECTORS ARE WOLEN

A Woman's Place is... On the Ballot

1:15 - 2:45 PM | PROCRASTINATOR THEATER

MODERATOR

Director Sheila Hogan,

Equal Pay for Equal Work Task Force Co-Chair

Sheila Hogan was appointed by Governor Steve Bullock to serve as the Director of the Montana Department of Administration. She is the co-chair of the Governor's Equal Pay for Equal Work Taskforce. Previously, she served as the executive director of Career Training Institute in Helena for 20 years. She has a bachelor's degree in business and public policy from Montana Tech-University of Montana. Sheila has held numerous leadership roles in workforce and economic development



organizations throughout Montana. In 2009, Sheila received the state Interagency Committee for Change by Women's Excellence in Leadership Award for the Private Sector. She is a Leadership Montana Class of 2008 alumni. In 2004, she received the YWCA Women of Distinction award and the federal Small Business Administration's Women of Distinction award. Sheila currently serves on the Helena Food Share Board and the Helena Symphony Board. Sheila is married to Jim Edwards. Collectively, they have four children, two grandchildren, and a Labrador named Led Zeppelin.

PANELISTS

Linda McCulloch, Secretary of State

Throughout her career, Linda McCulloch has been an energetic and determined advocate for all Montanans. Elected Montana's first woman Secretary of State in November 2008, Linda is committed to ensuring that Montana's elections are fair and accurate and that Montana's businesses have the tools they need to grow and expand in a changing economy. Linda firmly believes civic engagement fuels a functioning democracy, and she's committed to increasing public participation in all levels of government. As the senior member of the State Board of Land



Commissioners, Linda McCulloch has helped create rural jobs and generate more than \$1 billion in revenue for Montana schools while also securing sustainable natural resource conservation, responsible timber-harvesting and affordable use of state lands. Linda's professional career consists entirely of public service, having previously served as a teacher, school librarian, legislator, and statewide elected Superintendent of Public Instruction. She is a member of AFL-CIO and MEA-MFT Local 8024.

Rep. Liz Bangerter, HD 82

Liz Bangerter was elected to the Montana State Legislature in 2010 and has chaired the Local Government Committee and served the Judiciary, Children's, Family, Health and Human Services, State Administration, Transportation and Capitol Complex Committees. Liz is also currently involved with the new Women's Mural for the Capitol building. Liz also works part-time in a dental office and as a substitute teacher for the Helena School District. During the summer she is a tour guide for the Historic Helena Last Chance Tour Train. Liz is an active member of the Lewis and Clark County



Republican Women's Club, Montana Young Republicans, and is an active volunteer in church and school events. She is also a member of the Chamber of Commerce Convention and Visitor's Bureau committee and member of the Helena chapter of the American Academy of Professional Coders. Last summer Liz completed her first 30k mountain run, a sprint triathlon and the Governor's Cup marathon. Liz lives in Helena with her husband Carl and three daughters, Brittany, Shelly and Sydney.

Sen. Carol Juneau, SD 8 (ret.)

We must be "at the table" to have fair and equitable services. If we want changes made — we need to step forward, accept the challenges, and help make the changes ourselves. Carol Juneau (Mandan and Hidatsa) is retired educator and served 12 years in the Montana Legislature. She sponsored HB 528, which is now called Indian Education for All, and also sponsored HB 412, which removed the derogatory word "Squaw" off of state landholdings in Montana. Carol served as the Co-Chair of the Democratic Women's Caucus in 2009. We need to vote if we



are going to make a difference. Juneau, a long time voting rights advocate, was the Vice Chair of the Montana Democratic Party (2003-05) and delegate to three Democratic Presidential Nomination Conventions. She continues her advocacy as a member of the Cascade County Democrats, Western Native Voice board member and Montana Native Vote board member.

Rep. Christy Clark, HD 17

Christy Clark was raised on a ranch on the Rocky Mountain Front and graduated from Choteau High School. She attended California State University, Sacramento where she graduated with a degree in English and a Minor in Philosophy. Christy and her husband, Lew returned to their family ranch west of Choteau in 1995 where they raised their family. They have three children, Karli, 22, Jack, 20, and Joey, 16. Christy and her family operate several small businesses and rentals as well as continues to ranch. Upon their return to Montana, Christy and her family



became active in politics. Christy was elected to the House of Representatives in 2010, and is currently running for her third term. Last session, Christy served as majority whip and is the former Vice-chair of the Republican State Party.

Anna Doran, Candidate for HD 81

Anna Doran was raised in Montana and competed in cross country and track and field for the University of Montana before graduating from the University of Portland in 1999 with a bachelor's degree in history. In 2000, she completed her master's degree in early childhood education from Willamette University in Salem, Oregon, where she taught public school for six years. Anna and her husband, John, have lived in Helena since 2007. Anna taught in Helena before opening Big Dipper Ice Cream on Helena's historic Walking Mall in 2010. Under Anna's vision and



leadership, Big Dipper has reinvigorated downtown Helena. Anna and John have two children who attend elementary school in Helena. Anna is still an avid runner who runs her border collie daily on the trails of Mount Helena. Anna is a member of the Helena Chamber of Commerce, Downtown Helena Inc., the Helena Vigilante Running Club, Our Redeemer's Lutheran Church, Prickly Pear Land Trust, ExplorationWorks! and serves on the Youth Connections board of directors.

Women Hold 18% OF THE SEATS IN CONGRESS, 24% OF THE SEATS IN STATE LEGISLATURES, AND 5 OUT OF 50 GOVERNORSHIPS.²

A Woman's Place is... Where She Makes It

3:00 - 4:30 PM | PROCRASTINATOR THEATER

MODERATOR

Deb Larson,

Equal Pay for Equal Work Task Force Member

Deb is a commercial interior designer with over 30 years' experience. Her company, Interior Environments, Inc. (www.int-env.com) has been located in Bozeman for 18 years. Her project experience includes corporate headquarters, retail stores, churches, offices, restaurants and healthcare facilities in Montana and around the region. She has also designed Disney Stores, Williams-Sonoma and Pottery Barn stores nationally. In addition to starting and running her company,



Deb is active in the Girl Scouts as a New Leader Mentor; is a Past President of Bozeman Business & Professional Women; Past Chapter President of the American Society of Interior Designers for Montana, Utah, Idaho & Wyoming; a professional member of the Retail Design Institute and is a member of the Bozeman Chamber of Commerce. She was honored to be appointed to the Governor's Equal Pay Task Force. An admitted organization addict, she organized the logistics for the 1992 American Expedition to Mt. Everest.

PANELISTS

Sri Vellanki, Founder, Tech Tips and Nano Nails

Dr. Vellanki has been a practicing dermatologist for nearly 2 decades. After finishing medical school at age 24, she completed her residency at the Cleveland Clinic Foundation. In 1996, she moved from NYC to Helena, MT with her ski instructor husband. Product development was not something that she foresaw in her future. But a chance comment by her daughter resulted in the development of two touchscreen styluses. Tech Tips and Nano Nails have received international attention in the tech and fashion world. She has had to navigate the processes of



3-D prototyping, plastic manufacturing, and filing for international patents while being a busy mom of 3 and a full-time physician. She used homegrown resources in Montana to do this, proving that onshore manufacturing options are viable for any start-up company. Dr. Vellanki is proud to have developed truly Made in Montana products.

Hillary Folkvord, General Manager, Sacajawea Hotel

Hillary Folkvord is the General Manager of the Sacajawea Hotel in Three Forks. Ms. Folkvord was born and raised in Three Forks on her family's farm. The Folkvord family is a three generation farming family in Montana, who started Wheat Montana in 1987. Hillary attended Montana State University on a Women's Golf Scholarship, and studied Political Science and Spanish. During her 4-years at Montana State University, Hillary worked on various political campaigns, interned in Washington D.C. for the Senate Finance Committee, and studied abroad in Spain. After her undergraduate



studies, Hillary attended Daniel's College of Business at the University of Denver, receiving a MBA in Entrepreneurship and Marketing. Hillary is and has been involved in many organizations around the state; she graduated from the Leadership Montana Class of 2012, serves on the Eagle Mount Board, serves on the Three Forks Chamber of Commerce Board, was the Chairman for the Joe Foss Institute Annual Event, and is an active member in the Young Professional Organization in Bozeman.

Courtney McKee, Owner, Headframe Spirits, Inc.

Courtney was raised in Connecticut and moved to Montana to attend the University of Montana, where she received a BA in English Literature. Passionate about Montana, Courtney came to Butte in 2001 where she owned and operated an Information Technology consulting company for a number of years before getting into the distilled spirits business. Courtney and her husband John own Headframe Spirits in Butte, which opened in 2012. Headframe Spirits currently employs 25 individuals. The company is equal parts history and technology. Headframe



Spirits produces beverage alcohol, operates a tasting room, and manufactures distillation equipment into the distilled spirits industry. Courtney is passionately engaged in developing corporate culture and establishing leadership roles for her employees. She's also mom to a 14 year old daughter and a 9 year old son. Courtney is on the board at the Montana Preservation Alliance, the World Museum of Mining and participates actively in all the wonderful things Montana has to offer.

Misti James, Owner and Managing Director, Hanna James Enterprises

Misti James started her own company HJE in 2012 as a way to help small businesses manage their security clearances and the processes and procedures surrounding them. She now has expanded that to providing leadership and oversight to all operational functions and helping small businesses to grow their companies successfully. She is a goal-oriented, accomplished, and intuitive professional, offering impeccable business acumen; complemented with broad-based background in operations and management of business, and finance and accounting. She is armed with expertise in



human resource functions, encompassing full life cycle recruitment and hiring process, policy development, benefits, compensation, and payroll administration. Misti earned her MBA from Strayer University in Virginia.. Her work history focused on management in operations at global technology companies including TerraEchos, GCS Research, World Vision and Carahsoft Technology Corporation.

Sarah Calhoun, Founder/Owner, Red Ants Pants

Sarah Calhoun grew up on a farm in Connecticut and received her degree in Environmental Studies from Gettysburg College. After five years working outdoor education jobs, including instructing for Outward Bound and leading trail crews, she was rather fed up with wearing men's work pants. She moved to Bozeman in 2004 where she purchased a copy of How to Start a Small Business for Dummies. Upon learning what a business plan was, she promptly wrote one, started designing pants, and Red Ants Pants was born. Wanting to live in a rural Montana ranching town, in



2005 she moved to White Sulphur Springs and set up her office, storefront, and distribution center in an old historic saddle shop. In October 2006, she opened the doors to the first ever company dedicated to making work pants for women. Finally...workwear for women!

Robin Béquet, CEO, Béquet Confections

Robin Béquet has always enjoyed creating fine confections for her friends and family. When her 25 year career in technology sales management and business management ended with the telecom crash of 2001, she saw an opportunity to think seriously about what she wanted to do next. Having great passion for fine confections and having received rave reviews for her homemade caramels, she began thinking about an artisan caramel business. She was only interested in creating a business if she could be certain that her caramel was the best. Blind taste tests showed 17 out of



18 adults tested preferred Béquet® Gourmet Caramel over 4 other high-end, gourmet caramels. At the encouragement of friends and family, Robin launched Béquet Confections in December 2001, near her home in Bozeman, Montana. Since then, Béquet Confections' uncompromising commitment to quality has resulted in wide recognition as the finest caramel and 7 national awards.

CLOSING THE WAGE GAP:

From Parity to Prosperity

It Doesn't Make Cents: The Social Psychology of Women's Pay Inequity

9:30 - 11:00 AM | SUB 233 - 235

PRESENTER

Dr. Jessi Smith, MSU Department of Psychology

Jessi L. Smith received her Ph.D. from the University of Utah and is currently an Associate Professor in the psychology department of Montana State University. She serves as the Special Assistant to the Provost as the Director of ADVANCE. Prof Smith's research specializes in social psychological aspects of gender and culture that utilizes models and theories to advance the success of people at risk in education and health. She has nearly 40 peer reviewed publications and many bookchapters and one book to her credit. Dr Smith runs the "Motivation"



and Diversity" research lab at MSU which is home to several graduate students, a post-doc, and anywhere from 8-10 undergraduate research assistants each semester. Prof Smith is very grant successful and currently oversees over \$5 mill in external funding from the NIH and NSF. Her NIH grant for example, examines how to successfully retain Native American and other underrepresented minority undergraduate students in biomedicine fields. Importantly she is also the PI and Director on the NSF funded ADVANCE grant, charged with enhancing diversity and equity at MSU, especially among the science math and engineering departments, in order to foster creativity, discovery, and learning among all faculty and students. Indeed, Prof Smith has a long history of testing, analyzing, and advocating for inclusivity, equity, and diversity and is here today to share her insights with us on contributing factors to gender pay inequality.

IN THE FIVE YEARS SINCE THE LILLY LEDBETTER FAIR PAY ACT WAS SIGNED INTO LAW, THE AVERAGE WOMAN WORKING FULL TIME LOST \$58,050 TO THE WAGE GAP.6

Profit through Diversity: How Women Boost the Bottom Line

1:15 - 2:45 PM | SUB 233 - 235

MODERATOR

Aimee Grmoljez,

Equal Pay for Equal Work Task Force Member

Ms. Grmoljez has expertise in state and federal government affairs with a strong background in grassroots/grasstops lobbying and politics. She has over thirteen years of experience representing private industry and non-profits in government affairs in Montana. She heads the Crowley Fleck Government Affairs Group and is responsible for managing over fourteen firm lobbying clients, guiding clients through the reviewing, planning and implementing of legislative/administrative



agendas. Prior to joining Crowley Fleck in 2009, she was a partner at Browning, Kaleczyc, Berry & Hoven Law Firm. Ms. Grmoljez served as Chief Legal Counsel for Governor Marc Racicot from 1999-2001. She clerked for U.S. District Judge Don Molloy in 1999. Ms. Grmoljez received her JD from the University of Montana School of Law and holds a Bachelor's degree in English from Boston College. She is a member of the State Bars of Montana and Colorado and is currently a Vice President of a Montana Chamber of Commerce Board. Ms. Grmoljez serves as Trustee for the Healthcare Section of the Montana State Bar. She was appointed to the Supreme Court's Access to Justice Task Force in 2012 and the Montana Governor's Equal Pay Task Force in 2013. She was named a Rising Star in the Mountain States edition of Super Lawyers in 2012.

PANELISTS

Monica Lindeen, Commissioner of Securities and Insurance

Monica J. Lindeen was elected Commissioner of Securities and Insurance, Montana State Auditor in 2008 and re-elected to a second term in November 2012. During Monica's tenure, her office has returned more than \$200 million to investors and insurance consumers and fielded tens of thousands of phone calls from Montanans struggling with their insurance companies. Monica was elected President-Elect of the National Association of Insurance Commissioners in December of 2013. Monica received the Excellence in Consumer Advocacy



Award, presented by the NAIC's Consumer Representatives. Monica began her public service career representing a rural district in the Montana House of Representatives. She quickly became a leader in the House and served four terms (1999-2006). Monica formed a successful Internet business—Montana Communications Network (MCN), one of the first Montana-based, local Internet Service Providers (ISPs). From 1994 to 1996, she was a part-time faculty member in the MSU-Billings English Department. Monica holds a bachelor's degree in education. She and her husband, David, have a daughter, two sons, and seven grandchildren.

Lenette Kosovich, CEO, Rimrock

Lenette Kosovich has over 20 years of senior management experience in healthcare administration. She is a Registered Nurse and has a Master's Degree in Healthcare Administration. Currently she is the CEO of Rimrock, the leader in addiction treatment in the Rocky Mountain Region. Her previous work experience includes serving as the Regional Director of Employer-Based Primary Care Clinics for a Third Party Administer and as Director of Human Resources with a major Montana healthcare system. Her commitment to learning is kept active through her work as



an adjunct professor at Montana State University- Billings in the Healthcare Administration program. Lenette is also a member of the National Association of Addiction Treatment Providers (NAATP).

Melanie Hall, Montana Banking Commissioner

Melanie Hall is the Commissioner of the Montana Division of Banking and Financial Institutions. She provides the overall leadership to the Banking Division, which is responsible for the supervision of all state-chartered banks and state-chartered credit unions. These institutions have combined assets of over \$25 billion. In order to protect Montana consumers, the Division regularly assesses the safety and soundness of all state-chartered depository institutions as well as the compliance of all regulated entities according to Montana state law. Commissioner



Hall obtained her B.A. in Economics from Eckerd College in St. Petersburg, Florida, and her juris doctor from Tulane Law School in New Orleans, Louisiana. Prior to serving as Commissioner, she was an attorney in private practice dealing with civil litigation in a wide variety of areas including maritime law, environmental regulation, commercial transactions and class action litigation. She currently serves on the Board of the Conference of State Bank Supervisors, the CSBS Education Foundation, the Montana Council on Economic Education and is the Vice-Chair of the Montana Financial Education Coalition.

Diane Smith, CEO, American Rural

Diane Smith is an entrepreneur, corporate refugee, attorney and author with extensive background in start-up companies and new industries. Diane was the co-founder and CEO of a ground-breaking IPTV company in Northwest Montana that successfully raised millions in start-up capital. Prior to that, Diane was a senior executive with Sprint and Alltel during their most tumultuous and high-growth years. Diane's background as a CEO/entrepreneur, corporate executive, investor, deal negotiator, and policy expert make her a valuable asset in board rooms across



America where she is a frequent advisor on matters relating to technology, entrepreneurship and economic growth. She is the author of TheNewRural.Com, about the role of technology in rural economic development and is a co-founder of American Rural, a 501-c-6 dedicated to ensuring robust opportunities for rural and small town Americans. She lives in Whitefish, MT with her husband David and, when she's home from MSU, their daughter Ally.

Stacey Mueller, Vice President, First Interstate Bank

Stacey is a 5th generation Montana native, born and raised in Great Falls. She attended the University of Montana, earning a B.S. in Business Administration, emphasis Accounting. She is currently pursuing an MBA from Purdue University, and is a CPA. She worked as an auditor for Deloitte in Seattle and a local firm in Missoula. She served as CFO for the Rocky Mountain Elk Foundation, Inc. in Missoula. She held positions of Controller for the Missoulian newspaper, SEC analyst for Lee Enterprises, Inc. (Parent Company) and then Publisher of the



Missoulian and Ravalli Republic newspapers. She currently works for First Interstate Bank as a VP of Commercial Banking. Stacey is actively involved in the Missoula community, currently serving on the board of Watson Children's Shelter, Missoula Economic Partnership, and the state-wide board of the Montana Community Foundation.

Sharon Peterson, Executive Director, Montana BioScience Alliance

Sharon recently served as the Director and Organizer of Leadership Montana from 2003-2011, and she was the State Director for Senator Max Baucus and her Senate career spanned 25 years. Prior to her Senate service, Sharon was one of the owners and operators of the Peterson Ranch, Feedlot and trucking business at Winifred, Montana. She was one of the charter officers of the Women Involved in Farm Economics (WIFE) organization and in 1979 was appointed by President Jimmy Carter to the National Alcohol Fuels Commission where she served two



years. Sharon recently completed terms on the Board of Directors of the Montana State University-Billings Foundation and the Billings YWCA. She currently is a member of the Board of Directors of the Yellowstone Art Museum. Sharon and her husband, Garde, who live in Billings, are the proud parents of three children, Joan, an attorney in Austin, Texas; Wayne working as a well-site geologist in North Dakota and Susan who is a teacher in Tacoma, Washington. Their 4 grandchildren live in Texas and Washington State.

ORGANIZATIONS THAT ARE
THE MOST INCLUSIVE OF WOMEN
IN TOP MANAGEMENT
ACHIEVE 35% HIGHER RETURN
ON EQUITY AND
34% BETTER TOTAL RETURN
TO SHAREHOLDERS
VERSUS THEIR PEERS.³

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Work-Life Integration: Increasing Women's Earning Potential

3:00 - 4:30 PM | SUB 233 - 235

MODERATOR

Jen Euell, Equal Pay for Equal Work Task Force Member

Jen is a native Montanan and a long-time advocate for women and girls in Montana. Jen is the Program Director of the Women's Foundation of Montana and is passionate about its mission to build economic self-sufficiency for Montana women and a brighter future for Montana girls. When not working towards this passion, Jen enjoys spending time with her husband John, 5 year old daughter Amelia and their two dogs, hiking in the woods near their home in the Bitterroot Valley.



PANELISTS

Sen. Mary Caferro, SD 40

Mary Caferro, a native of Montana and a human rights activist, is the proud mother of four children: Margaret, Hallie, Joseph and Kenji Swain. Mary served three terms in the Montana House of Representatives and is currently serving as a State Senator representing Helena. In the past, Mary worked directly with families who are low-income as a grassroots organizer and advocate at WEEL, a social and economic justice organization. Currently Mary is the Director of The Arc Montana, an organization that promotes the human rights of people with



intellectual and developmental disabilities. Among Mary's numerous recognitions are, National Partnership for Women and Families who honored Mary with the "Legislators doing the most for Working Families Award" and NAMI MT who awarded Mary 2012 Policy Maker of the Year for outstanding advocacy on behalf of people with mental illness and their families. For fun Mary loves spending time with her children.

Terry Minow, Political Director, MEA-MFT

Terry Minow is political director for MEA-MFT, a union representing 18,000 Montana educators and public employees. She helps elect pro-worker candidates, lobbies, and mobilizes members to advocate for their working conditions and the people they serve. From a young age, she has worked for equity and social justice. She is proud to work for the labor movement, a path to equity for women and a better life for workers. Minow helped create successful campaigns to support quality public education and public services: Stand Up For Education, a grassroots



coalition mobilizing for better school funding, and Work That Matters, highlighting Montana's public employees as real people doing vital work. Minow attended a one-room school in Powder River County, Custer County High School in Miles City, and the University of Montana-Missoula. She taught Head Start in Missoula. Minow and her husband, Paul Smith, have two grown daughters and ranch in the Boulder Valley.

Kim Rickard,

Laborers' Local 1686, Equal Pay for Equal Work Task Force Member

Kim Rickard has been the elected Business Manager/Secretary Treasurer of Laborers' Union Local #1686 since 2008 which represents workers in the private construction industry and public sector. Kim is a Trustee on the Laborers Union Health and Welfare, Pension and Training Trusts, Executive Board member of Montana AFL-CIO representing District 5, and the Recording Secretary of the Montana Joint Heavy Highway Committee. She was appointed in 2006 to the



Montana Facility Finance Authority by Governor Schweitzer an appointment that is still in force and most recently to the Equal Pay for Equal Work Task Force by Governor Bullock. Kim's career started with the Laborers' Union in the field as a Construction Craft Laborer, working on highway and building projects across Montana. The wages, benefits, and opportunities are what initially attracted her to the Laborers' Union. Through her rank and file membership, Kim learned the importance of representation in the workplace.

Dr. Deborah Haynes, MSU Family and Consumer Economics

Dr. Deborah Haynes has a Ph.D. from Cornell University in consumer economics. She has been on faculty at Montana State University for approximately 30 years, focusing on personal finance, family and consumer economics. She instigated MSU's participation in a consortium of land grant universities who joined together to offer a fully distance-delivered master's degree in Family Financial Planning. About 25 students from all over the world are currently in the master's degree with MSU as the home institution. Her research is in personal finance education,



and she has been active in creating personal finance curricula for high school students. Deborah is a native Montanan from Hysham.

John Pavao, State Diversity Program Coordinator

John provides leadership and direction to Montana state government in areas related to equal employment opportunity (EEO), the American's with Disabilities Act (ADA), affirmative action, diversity, and family medical leave policy and program development. He provides policy guidance, training, professional technical assistance, and analysis to all agencies. John's education includes a Bachelor's Degree in Workforce Education and Development from Southern Illinois University and a Master's Degree in Human Resources Management from



Webster University. John has over 20 years of experience related to implementing and managing EEO compliance, diversity, and affirmative action, most of which he gained prior to retiring from the U.S. Air Force in 2008. John serves as an active member of the Rocky Mountain ADA Leadership Network, President of the Montana Board of Fair Housing, Historian for the Interagency Committee for Change by Women, and Diversity Chair for the Helena Chapter of the Society for Human Resource Management.

57% OF MEN REPORT THAT THEY HAVE NEGOTIATED FOR A RAISE, WHILE ONLY 7% OF WOMEN REPORT NEGOTIATING FOR THEIR OWN PAY.

BEYOND THE "PINK COLLAR"

Expanding Career Opportunities for Women

Applying Experience: Women in Technical Careers

9:30 - 11:00 AM | SUB BALLROOM C

MODERATOR

Commissioner Pam Bucy,

Equal Pay for Equal Work Task Force Co-Chair

As the Commissioner of Labor and Industry Pam works hard to represent both Labor and Industry throughout Montana, to ensure workers are able to find and keep a quality job, and businesses can find a skilled workforce to meet their needs. She is also the Co-chair of the Equal Pay for Equal Work Task Force. Pam received her B.A. in Political Science, History and English from Rocky Mountain College in Billings and her Doctor of Law (J.D.) from the University of Montana School of



Law in Missoula. Pam has also practiced law in the private sector as an Associate Attorney for Luxan & Murfitt law firm. During her time there, Pam represented a multitude of diverse clients, including labor unions and associations, Tribal Nations, individuals and small businesses, in civil legal matters as well as government relations. Pam started her professional career as a Deputy County Attorney for Lewis and Clark County and then moved on to work at the Montana Department of Justice as the Executive Assistant Attorney General. Pam lives in Helena with her husband Mark and three children, Errol, Emma and Quinn.

PANELISTS

Dr. Susan Wolff, Dean, Great Falls College MSU

Dr. Susan J. Wolff, CEO/Dean of Great Falls College MSU is a native of Montana having grown up on the family ranch in Hall, Montana. Susan earned her bachelor's degree from Montana State University and her master's and doctorate degrees from Oregon State University. Dr. Wolff has been an educational leader at the community college and university levels for 37 years in the States of Oregon and Washington before returning to Montana July 2012. Susan coordinated a national career and technical education research project at Oregon State University and



was the vice-chair of the Mid-Columbia Economic Development District for the States of Oregon and Washington. Her career has involved development of several workforce development projects including the Renewable Energy Technology program at Columbia Gorge Community College. Since moving to Great Falls, she serves on the Great Falls Development Authority Board, Great Falls Area Chamber of Commerce and its Agriculture Committee, United Way Board, Executive Council for the Great Falls Graduation Matters initiative with the local school district, and is a Rotarian.

Sandi Curriero Luckey, Communications Director, MT AFL-CIO

Sandi Curriero Luckey began her career as a union apprenticeship program graduate and journeyman equipment operator/grade setter. She spent nine years working for the Montana Operating Engineers Apprenticeship & Training Program as an Instructor, a Board of Trustee Member, and an Interim Director. In 1998, Luckey was the first woman Organizer ever to be hired in the construction trades in the state of Montana and the first in the IUOE nationally in the union's 103 year history. She served one term as the Secretary-Treasurer of the Big Sky Central



Labor Council and five terms as the President. She was hired by the Montana AFL-CIO in 2006 as an election-cycle Volunteer Coordinator. After the election, Luckey worked as the organization's Writer/Researcher. In 2010, she was promoted to Communications Director of the Montana AFL-CIO. Luckey is a graduate of the AFL-CIO's Leadership Institute. She is serving her second term as a Vice President of the International Labor Communications Association.

Darrell Holzer,

State Director, Montana Apprenticeship & Training Program

After graduating from Billings West High School in 1967, Darrell joined the United States Marine Corps and served two tours of duty in Viet Nam. After leaving the military, Darrell successfully completed a 5-year registered pipefitter apprenticeship training program. Shortly after completing his apprenticeship he ultimately worked as a journey-level pipefitter, foreman and general foreman over a span of 24 years with the Plumbers and Pipefitters Local 30 out of Billings, Montana. He then worked for 15 years as the political director for a statewide



labor organization. Hired as a compliance officer for the apprenticeship program in March 2006 and was promoted to program director in November 2013. Darrell was the recipient of the 2011 Administrator's award and the Governor's Excellence in Performance award.

Dr. Barry Good, Dean, Missoula College-UM, Equal Pay for Equal Work Task Force Member

Born in New York City, Barry Good is proud to call Missoula, Montana his home. He has served as the Dean of Missoula College University of Montana for the past 8 years. Barry received his Doctoral Degree in Botany from Louisiana State University and has held various positions (e.g. research associate, faculty member, department chair, instructional dean, and vice president of instruction) at both two-year and four year colleges in AR, LA, NC, TX, and WV. He is a member/graduate of Who's Who Among America's Teachers; Who's Who in American



Education; American Assoc. of Community Colleges Leaders Institute; Harrison Leadership Institute; Leadership Missoula; and Leadership Montana. Barry is also a member of the Governor's Equal Pay for Equal Pay Task Force. He and his wife of 40 years, Kathleen, have two grown daughters, a three-year old granddaughter, and 1.5 year old a grandson. His hobbies and interests include fly-fishing, electronics, model airplanes, and photography.

TRADITIONALLY MALE JOBS PAY 20-30% MORE THAN TRADITIONALLY FEMALE JOBS. 5

Mary Alice McMurray, NW Carpenters Union

Mary Alice McMurray resides in Gallatin County has been a journeyman carpenter in the United Brotherhood of Carpenter and Joiners of America for 30 years. The majority of her work history includes light commercial (department stores, office buildings, malls) to varied public works projects (schools, bridges, water treatment facilities) from the mid-west to Alaska. She has been the representative for the Pacific NW Regional Council of Carpenters covering the Bozeman and Helena areas for 7+ years. She is the Recording Secretary for LU 82, a Delegate to the



Council, and Executive Board member for the PNWRCC. She was a single mother for most of the first half of her construction career and has been married to another UBC carpenter since 1997. In addition to college level courses in CET, Mary Alice has utilized UBC journeyman upgrade training such as Construction Math and Layout, Blueprint Reading, Rigging Qualification, Communication Skills Training, and Negotiations Training.

A 2008 SURVEY BY THE GIRL SCOUTS OF NEARLY 4,000 BOYS AND GIRLS FOUND THAT GIRLS BETWEEN THE AGES OF 8 AND 17 AVOID LEADERSHIP ROLES FOR FEAR THAT THEY WILL BE LABELED 'BOSSY' OR DISLIKED BY THEIR PEERS. IT'S TIME TO END THE GENDERED SPEECH THAT DISCOURAGES GIRLS FROM AN EARLY AGE.

SO THE NEXT TIME YOU HEAR A GIRL CALLED 'BOSSY,' SMILE, TAKE A DEEP BREATH AND SAY, 'THAT GIRL'S NOT BOSSY. SHE HAS EXECUTIVE LEADERSHIP SKILLS.'

- SHERYL SANDBERG

#banbossy

Building Skills: STEM Education for Girls

1:15 - 2:45 PM | SUB BALLROOM C

MODERATOR

President Waded Cruzado,

Equal Pay for Equal Work Task Force Member

Since 2010, Dr. Waded Cruzado has served as the 12th President of Montana State University. During that time, Cruzado has significantly reshaped the face and future of the state's first land-grant institution. An articulate and inspirational speaker on the role of land-grant universities, she has become a well-known champion of the land-grant's tripartite mission of education, research and public outreach. Under President Cruzado's leadership, MSU has undertaken and completed numerous



major construction and renovation projects. MSU has also set new enrollment records, registering an 18 percent increase, and scientific research expenditures reached a record-breaking level at more than \$300 million, all within the first three years of her presidency. Cruzado's many honors include being named the 2011 Michael P. Malone Educator of the Year by the Montana Ambassadors. In 2012, President Barack Obama appointed Cruzado to the Board for International Food and Agricultural Development, an advisory council whose primary role is to advise on agriculture, rural development and nutrition issues related to global food insecurity and the eradication of hunger in the world.

PANELISTS

Denise Juneau, Superintendent of Public Instruction

Denise Juneau began her second term as Superintendent of Public Instruction on January 7, 2013. Under her tenure, test scores are up and dropout rates are down. Her initiative, Graduation Matters Montana, has schools and communities working together to implement locally-developed plans to keep more students in school. Additionally, the state has raised standards in English and Math and is providing more opportunity for students to access higher education. Denise is the first American Indian woman to serve in a statewide elected office. She graduated



from Browning High School in Browning, Montana. She earned her Bachelor's Degree in English from Montana State University; her Master's of Education Degree from the Harvard Graduate School of Education; and her Juris Doctorate from the University of Montana.

Suzi Taylor, Montana Girls STEM Collaborative Project

Suzi Taylor is Assistant Director for Outreach and Communications for Montana State University's Extended University. She is also co-leader of the Montana Girls STEM Collaborative Project, a National Science Foundation-funded effort to advance STEM education for girls. At MSU, Suzi helps develop STEM outreach programs for the Montana Institute on Ecosystems, NASA Astrobiology Institute and Thermal Biology Institute, and has presented at STEM events such as NanoDays, Expanding Your Horizons and Astronomy Day. She is also a member



of MSU's Outreach and Engagement Council and serves on the board of the Montana Women's Business Center.

Vanessa Skelton, Thrive – Girls for Change

Vanessa Skelton is a graduate of the University of Oklahoma with degrees in International Studies and French. She studied and lived in Nice, France and also studied at the Sorbonne in Paris. She is the mother of a daughter, Amelia, and has worked and lived in Bozeman since her marriage in 2005. Her husband, Tanner, is an architect. At Thrive, a local non-profit which works to build strong families, engaged students and thriving communities, Vanessa serves as Program Manager for Girls For A Change, a program for high school girls in Montana



empowering them to develop positive self-images and to become productive, strong members of their communities. Among her other duties at Thrive, she has also volunteered as a CAP Mentor, a mentoring program for public school students which provides additional help and guidance in both academics and personal growth. Vanessa also enjoys skiing, traveling the world, fishing, hiking and exploring any places under the big sky of Montana with her daughter and husband.

Shannon Peterson, Architect, CTA Architects Engineers

Shannon Peterson, AIA, is an Associate and Project Manager at CTA Architects Engineers headquarters office in Billings, Montana. Shannon joined CTA in 2006 after graduating from Montana State University with her Bachelor of Arts in Environmental Design and Master of Architecture degrees. She became a licensed architect in Montana in 2010. Shannon is the Architectural Services Leader for CTA's Billings and Gillette, Wyoming offices, managing project staffing and professional development. She specializes in commercial projects, with a focus



on the design and construction of financial institutions. Shannon has gained her LEED AP BD+C credential and holds a NCARB Certificate. Shannon is active in the American Institute of Architects (AIA) and currently serves as the Young Architect Regional Director for the AIA Northwest and Pacific Region and the Intern Development Program State Coordinator for AIA Montana. Shannon is also involved in the Advisory Council for the MSU School of Architecture and the Education Foundation for Billings Public Schools, connecting students of all ages with the architectural profession. Shannon is originally from Circle, Montana.

ALTHOUGH WOMEN FILL CLOSE TO HALF OF ALL JOBS IN THE U.S. ECONOMY, THEY HOLD LESS THAN 25% OF MATH AND COMPUTER SCIENCE JOBS AND 11% OF ENGINEERING JOBS.⁷

Modelling Success: Women Mentors in STEM Careers

3:00 - 4:30 AM | SUB BALLROOM C

MODERATOR

Scott Wilson,

Equal Pay for Equal Work Task Force Member

Scott Wilson is President of CTA and is responsible for guiding the firm's overall growth and strategic vision. Through his leadership, CTA's professionals strive to deliver impeccable service and high performance design to CTA's clients for the ultimate experience. Scott promotes a firm culture that pushes the boundaries of innovation and excellence. In addition to being President of CTA, Scott is an electrical engineer with over 23 years of experience on projects worldwide.



Excelling in project management, costing and low and medium voltage power distribution, Scott is a lead engineer on many of CTA's projects across multiple market sectors. Scott graduated with a Bachelor of Science in Electrical Engineering from Boise State University and has been with CTA since 1991.

PANELISTS

First Lady Lisa Bullock,

IT Project Manager, CourtViewJustice Solutions

Lisa Downs Bullock was born in Helena, Montana, and is the oldest of six children. She attended Helena public schools and earned a bachelor's degree in mathematics and computer science from Carroll College in Helena and began working on her master's degree in applied mathematics at the University of Southern California in Los Angeles. She has worked for IBM, Northrop Grumman, MAXIMUS, Public Knowledge, and has taught high school mathematics and



computer science. Currently she is an IT project manager for CourtViewJustice Solutions, a company that engineers, installs and supports justice information and process management systems.

Dr. Kristi Dunks, National Transportation Safety Board

Kristi Dunks is a senior air safety investigator with the National Transportation Safety Board (NTSB). Since 2003, she has served as the investigator-in-charge as well as the airworthiness group chairman of numerous aircraft accidents involving a variety of aircraft. She is a dual-rated commercial pilot for helicopters and airplanes, a certified flight instructor, and a certified aircraft mechanic. Kristi earned a Bachelor of Science in Aviation Operations from Westminster College, a Master of Aeronautical Science from Embry-Riddle Aeronautical University,



and a Ph.D. in Technical Communication from Texas Tech University. She was born in Butte and graduated from Butte High School. Kristi resides in Butte with her husband and young son.

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Dr. Anne Camper, Associate Dean, MSU College of Engineering

Anne Camper, Ph.D., is professor of civil engineering at Montana State University where she is the Associate Dean for Faculty and Administration in the College of Engineering, serves on the Executive Committee of the NSF Center for Biofilm Engineering, and has been the Interim Vice President for Research. In 2013 she was named a Regent's Professor for the Montana University System, the first woman and engineer. Dr. Camper has dedicated her career to studying water quality and is internationally recognized for her expertise. She has been the principle



investigator on over 50 grants related to water quality totaling \$9.5 M. She has made significant contributions to gender and race equity at MSU by providing leadership in other successful grants and activities emphasizing diversity, providing mentorship and research activities inclusive of and beneficial to tribal lands and peoples, and serving as the graduate and undergraduate advisor to Native American and female students.

Kqyn Kuka, Game Warden, Montana Fish, Wildlife & Parks

Kqyn Kuka wants to live in a world where gender and equality are not so foreign. As a Montana State Game warden, Kqyn has been spotlighted on the Outdoor Channel on the TV series Wardens, where the show is the most viewed show in the Outdoor Channel. Kqyn has been featured in Montana Women and Montana Outdoor magazine and interviewed on public radio on Mountain West Voices for being one of the few Women in a predominately male occupation. Kqyn has also shown her metal artwork in galleries in Montana as well as in South Dakota.



Kqyn is well known nationwide for her in hard work in conservation and her Native American metal artwork. When Kqyn is not enforcing the fish and game laws of Montana, you can find her raising two beautiful daughters, riding horses in the back country wilderness, or you might see her with a rod and reel in her hand enjoying the last best place.

Helene Michael, Vice President (ret.), Boeing

Helene Michael is currently retired from the Boeing Company as of June 2011. She was named Vice President of Manufacturing Operations for the 737 Airplane Program in March 2006. She joined Boeing in 1985 as a manufacturing engineer for Boeing Fabrication in Auburn, Washington and in 1991 became a manufacturing engineering and industrial engineering supervisor. Born May 30, 1961, and raised in Stockholm, Sweden, Michael moved to Missoula, Montana in 1981. She holds a Bachelor of Science degree in Mechanical Engineering



Technology from Montana State University and graduated from the University of Virginia Darden Executive program in 2001. As of 2000 she was also involved in recruiting new employees from Montana State University while continuing to strengthen the Boeing/ MSU relationship. Helene is married to Tom and together they have three large, beautiful dogs. She enjoys golfing, skiing, hiking and other outdoor sports, and now makes her home in Condon, Montana.

Karen Fagg, Self-employed

Karen has over 35 years of professional experience in both private and public service. She was President and Majority Owner of HKM Engineering Inc., one of Montana's largest and most respected engineering firms. She also served as Director of Montana Department of Natural Resources and Conservation from 1989-1992. Karen has served on the Board of Billings Clinic and St. Vincent's Health Care, including a term as Board Chair. She has also served on the Carroll College Board, Charles M. Bair Family Trust, including a term as board Chair, MSU



Engineering Advisory Council, Montana Board of Investments, MSU's Advanced Technology Park and Zoo Montana Board, including a term as Board Chair. Karen currently serves on the Board of MDU Resources Group Inc., Chairing the Nominating and Governance Committee, Billings Catholic Schools, First Interstate Bank System Foundation, Mt Justice Foundation, and Chair of the Billings Chamber of Commerce. Karen lives in Billings with her husband, District Court Judge Russell Fagg and their 16 years old twins, Harrison and Barclay.

WOMEN WITH JOBS IN STEM FIELDS EARNED 33% MORE THAN WOMEN WITH COMPARABLE NON-STEM JOBS. 7

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